



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX  
FORT KNOX, KENTUCKY 40121-5000

REPLY TO  
ATTENTION OF:

ATZK-PT (350)

10 January 2000

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters  
Directors and Chiefs, Staff Offices, Departments, This Headquarters

SUBJECT: Thunderbolt Six Policy Memo No. 37-23 – Sergeant's Time Training

1. References:

- a. FM 25-100, 15 Nov 88, Training the Force.
- b. FM 25-101, 30 Sep 90, Battle Focused Training.

2. This policy memo provides guidance for conducting Sergeant's Time Training. Formal Sergeant's Time Training will commence for execution in all subordinate units NLT 1 Feb 00.

3. Sergeant's Time Training (STT) is dedicated exclusively for the NCO leadership to train their soldiers (crews, squads, sections, and teams) on Mission Essential Task List (METL) related tasks. Our training doctrine in Field Manuals (FMs) 25-100 and 25-101 provides the blueprint. STT fulfills our obligation to provide our NCOs with resources and the authority to bring these manuals to life and develop the trust between leader and led that is so critical to success in combat. The entire command will support this training by scheduling 5 hours of STT each week on Thursday from 0700-1200 hours. The first colonel level commander in the chain of command or the Commandant, NCO Academy may authorize units to conduct this training on different days, times and/or less frequently to protect training and direct training support scheduled IAW OES/NCOES/IET/Functional Course Programs of Instruction (POI). This is critical when considering the diverse missions of the staffs, major subordinate commands (MSCs), and organizations of the installation.

4. Sergeant's Time Training is driven by the unit's battle focused METL analysis and the collective to individual task linkage (integration) described in FM 25-101. Commanders will provide battle focused METL to supplement the unit training support METL in the quarterly training guidance. Using this guidance, noncommissioned officers will conduct their training assessment and prescribe what soldier tasks or squad and platoon collective training they want to conduct during STT. Unit commanders will approve the training NLT 4 weeks prior to execution.

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5. Our goal is that 100 percent of available soldiers attend STT.
  - a. CTT tasks that are METL related can be trained during sergeant's time.
  - b. Routine maintenance should not occur during sergeant's time. Battalion/squadron commanders may authorize the conduct of services and/or work to bring vehicles from a deadline status.
  - c. The trainer will conduct an After Action Review (AAR) with the soldiers the last 30 minutes of the allotted 5 hours of training.
  - d. The senior NCO of low-density MOSs will conduct training for other soldiers holding that MOS even if they don't supervise the soldiers directly.
  - e. All preparation for the training is completed prior to the beginning of the scheduled training. Units will allocate time on their training schedules for the preparation and rehearsal of classes (recommend that 2 hours of preparation/rehearsal be scheduled for each hour of training).
6. In combat, it will be our first line leaders who will provide the quiet confidence that ensures steady and precise execution by our soldiers. Sergeant's Time Training is our best opportunity to build that leadership.



B. B. BELL  
Major General, USA  
Commanding

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